

EMPLOYMENT OF PEOPLE WITH DISABILITIES IN THE PUBLIC SECTOR



SUMMARY OF A SURVEY CONDUCTED BY THE PUBLIC DEFENDER OF RIGHTS

Employers' perspective



Nearly half the buildings are inaccessible

- In terms of physical mobility, public sector buildings are much better accessible for citizens as visitors than for employees with reduced mobility or orientation.
- Employers based in buildings with barriers report lower number of employees with disabilities.

More severe working limitations and lower performance are serious obstacles

- People with a sensory impairments or intellectual disabilities are essentially not employed in the public sector at all.
- Employers do not actively seek out such employees.
- Flexible working hours, opening new positions and possibilities for dealing with potentially lower employee performance are limited by the binding number of positions available.



Employers' attitudes to employing people with disabilities vary significantly

- Most employers employ very few, if any, people with disabilities and do not address this issue in any way.
- Other employers combine direct employment of people with disabilities with purchases of products and services in order to avoid mandatory levies to the State budget.
- People with disabilities form 4% or more of the total workforce at only a very small number of employers.

Levy to the State budget is not a sufficient motivation for the public sector

- Levies to the State budget as an alternative to employing people with disabilities do not fulfil their purpose (to serve as a penalty).
- In some government organisations, the levied amount reaches millions of Czech crowns.
- In essence, these merely constitute a transfer between individual chapters of the State budget and the motivational effect is thus completely absent.



Perspective of people with disabilities



In job hunting, they rely on individual efforts and connections

- People with disabilities often rely on their own means when looking for a job.
- They rate the services provided by the Labour Office poorly – for instance, they are unhappy that the positions offered are not sufficiently current.
- Supported employment services are used mainly by people whose ability to work is severely limited.

Job ads should include more details on the work environment and required activities

- Ads containing the label “job suitable for people with disabilities” are ambiguous.
- People with disabilities would prefer information on the working time, possibilities for breaks and actual job description.
- Important details include information on whether the job requires direct contact with other persons, communication over the telephone, or reading documents in paper form.



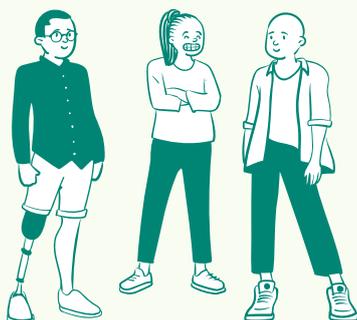
Selection procedures are often problematic for many people with disabilities



- They are concerned about prejudices and prevailing stereotypes.
- They are acutely aware of the lack of experience in communication with people with disabilities on the part of employers.
- People with disabilities often announce their visible disabilities in advance in order to avoid surprise.
- If their disability is not obvious, they try to keep it secret for as long as possible to increase their chances of success.

Reasonable accommodations are not provided in a uniform manner

- There is no uniform procedure for providing such accommodations.
- The human factor and the employer’s willingness are decisive in this regard.
- Many employers are rather unprepared to provide reasonable accommodations.
- There is very low willingness to be helpful and reasonably accommodate the needs of disabled employees.



The public sector is an attractive employer

- Job stability.
- Transparent remuneration rules.
- Compared to the private sector, there is a lack of pressure to achieve profits.
- Symbolic value – integration of disadvantaged groups. Increasing diversity in work teams.